Civilian HR Briefing to FD Conference

Continuing and Emerging Human Resource Initiatives

Major Briefing Topics

- **OSD Initiatives**
  - National Security Personnel System (NSPS)
  - New HR Office in USD(I)
- **DNI Initiatives**
  - NSPS
  - Joint Duty Experience Requirement
  - Job Opportunities – Permanent and Rotational
  - Pseudo Career Programs
  - Leadership Development
  - Revised ICO Program
  - Non Monetary Recognition
  - Life, Health, Etc Insurance
- **Civilian Support to CENTCOM**
  - 150 Positions for Civilians on Deployment to Iraq, Afghanistan and Djibouti
- **FCR Support to Career Program 35, Intelligence and Security**
  - Career Interns in 06
  - FCR CPD in 06
- **Time Permitting - Stuff From Last Briefing in 03**
  - Available T&D Programs
  - Availability of Funding
  - IPMO/HR Websites

OSD Initiatives

- **DCIPS Chapters (Merger of Service and DOD IC Agency Policies)**
  - "Working" Since Late 1996 – Recent Action on Senior Programs
  - Not Totally in "Big" Agencies' Interest to Have DCIPS
    - Easier to Obtain Forgiveness if Not Approval/Avoid Notice When Separate
    - Often Big Agency vs. Service Interests
    - Services (Army) Behind in Resourcing and Authorities
    - Confederation Vs Union (Centrifugal vs. Centripetal Forces)
  - Periodic USD(I) vs. USD(P&R) Disagreements on Responsibilities and Priorities
- **Current Forecast**
  - NSPS Look Alike ("Parallel Transformation")
  - Differ When Business Case Supports Difference (Note – No Unions in Intelligence Community)
  - Expect Broad Policy Structure With Agencies Utilizing More Flexibilities and Spending More Per Capita
  - Assume Moderate Supplementation by Army (IPMO Lead)

DCIPS Tomorrow

- **Significant Army Issues**
  - **True Joint System vs Similar Architecture**
    - True Replacements for PPP/Care
    - Interchange Agreement (s) with Competitive Service
    - Spouse Preference
  - **Level Playing Field in Terms of Flexibilities**
    - To Include Moderate Use of Flexibilities *Not Available to NSPS*
  - **Ability to Remain Integrated Within Army's Larger HR Program**
    - Continued Service by the West CPOC and Ft Huachuca CPAC
    - May Use Different Performance Appraisal Form
- **Defense Civilian Intelligence Board (DCIB) – Chaired by USD(I)**
  - **Assistant DCS, G-2 is Army Representative**
  - **Few Meetings / Lost Momentum**
- **USD(I) Leadership – One Man Office Going To 12**
  - **Responding to Emerging DNI Leadership/Initiatives**

DNI Initiatives

- **Driving "Force" is 9/11**
  - EO13355 and DCID 1/12
  - Intelligence Reform and Terrorism Prevention Act of 2004
  - Weapons of Mass Destruction Commission Report
- **Standing House and Senate Committees Will Maintain Focus on HR**
- **New DNI with 5X Staff and Greater Authority**
- **IC Oversight Bodies for HR – CHRO & CTO**
- **Numerous Subordinate IC Working Groups**
  - Sometimes USD(I) Represents Services and Sometimes Services Directly Represent Themselves

IC Strategic Human Capital Plan

- **Capability Goal: An Agile, "All Source" Workforce**
  - Implement Requirements-Based Force Planning
  - Identify Common IC Core Competencies
  - Organize IC-Wide Professional Corps
  - Establish Common HC Data Standards
  - Establish Common IC HR Policies
  - Ensure Diversity as a Mission Imperative
- **Capacity Goal: Individuals Who Meet the Highest Standards**
  - Establish Common Standards
  - Inventory IC Human Capital
  - Close Critical Skill Gaps
  - Modernize Civilian Compensation System
- **Culture Goal: An Intelligence Community *Ethos***
  - Identify Common Core Values
  - Inculcate, Starting With Initial Entry
  - Reinforce with IC/Component HR Policies
  - Establish IC-Wide Professional Corps
- **Community Goal: A Truly "Joint" Leadership Corps"**
  - Create IC Senior Officer Management System
  - Identify Common IC Leadership Competencies
  - Modernize IC Leader Development System
  - Create Senior National Intelligence Service

DNI Lead Reform

- **Key (Civilian) HR Reforms**
  - **IC Joint Experience Requirement (Promotes Joint Perspective)**
    - Senior Development Program/Succession Planning
    - Starting With Seniors But Could Go Down to GG-13s
    - *Supported by System for Advertising Permanent and Rotational Opportunities*
  - **IC Career Guidance with IC Standards for Functional Communities**
    - Common Competencies
    - Preferred Courses
  - **IC University (Courses to Support Competency Requirements)**
  - **IC Leader Development**
    - **Competencies, Courses and Some Planned Assignments**
  - **Consider Competencies and Completed Training in Personnel Actions**
  - **IC Recruitment and Retention Plan**
    - Additional Financial Flexibilities
  - **DNI Non Monetary Incentives**
    - **Honorary Awards for Each Functional Community**
  - **IC Diversity Plan (Compare Also Against World Population)**
  - **IC Metrics/Program Evaluation**
  - **NSPS Like HR System (Pay Banding and Pay for Performance)**

DNI Lead Reform (Con't)

- **Army Goals for Reforms**
  - **Central Control that Will**
    - Assure Steady Community Development
    - Moderation of Excesses and Inequities (Level Playing Field)
  - **New Sources of Additional Quality Candidates**
  - **Source of Significantly More Promotion and Assignment Options**
  - **Helpful Career Guidance By Functional Community**
    - Recognized Competencies
    - Growth in "Certification"
  - **Greater Access to Agency Training**
  - **Choice of Excellent Leadership Training**
  - **Additional $ for Training and Development & Recruitment and Retention**

Civilian Support to CENTCOM

- **Support to CENTCOM**
  - **150 Positions for Multiple CENTCOM Commands in Three Countries**
  - **Not Civilianization/No Conversion - Only Temporary Use of Civilians In Place of Military that Cannot Be "Sourced"**
  - **Generally GG-132, Intel Spec & GG-134, Intel Tech Positions**
    - Unprecedented Specialties for 132s and 134s
    - Performing Like Soldiers (Substitution)
  - **Vice Chief of Staff Memo Released in Late Spring**
  - **NC CPOC and Rock Island CPAC Are Supporting Organizations**
  - **New Addition to CPOL's GWOT Employment Site**
  - **FY05 for IOC and FY06 for FOC**
  - **High Priority for Funding for FY06 (Supplemental)**

Support to FCR & Career Program 35, Intelligence and Security

- **Programs**
  - ICO Designation
    - ICAP & ICAP-E
    - ICOT
    - ACTEDS Plan Certification
  - Army Leadership Training
  - Sustaining Base and Leadership Management Program (SBLM)
  - Defense Leadership and Management Program (DLAMP)
- **FCR/CDP – Dollars!!!**
  - OPM Leadership Seminars
  - ACTEDS Requirements
  - ICOT Requirements
- **$900K+ in FY05**
- **$650K in FY06**
- **35+ Interns in 05, ? For 06**
- **Guidance in CPOL**
  - Under “Training” Category
  - In 2006 ACTEDS Catalog

Intelligence Community Officer (ICO) Programs

- **Intelligence Community Assignment Program (ICAP)**
  - 2 Year Detail
  - To Other Agency/Service
  - Info on IPMO Websites
  - Quarterly Opportunities on JWICS and SIPRnet
  - Equivalencies Granted
  - Plus IC Orientation Course
  - TCS Centrally Funded
- **Intelligence Community Officer Training (ICOT)**
  - Six Categories of Training
    - i.e., CI, Security, Information Assurance, Denial & Deception
  - Plus ICO Capstone Course
  - Pre-Approved Training List
- **ACTEDS Certification**
  - Two Tracks/Seven Career Areas/Multi-Specialties
  - Four Career Levels
  - 66% Rule (Quantity)
  - Career Level Definitions (Quality)
  - Formats for Documentation
  - Public NIPRnet:

  http://www.dami.army.pentagon.mil/offices/dami-cp/programs/ico/acteds/
- **ICO Designation**
  - On-Line Documentation on JWICS
- **DNI Revising/Forecast**
  - Likely Becoming a Mid-Career Program Promoting Community Perspective

Army and DOD Leader Programs

- **Army Leadership Courses**

http://cpol.army.mil/library/train/catalog/index.html

  - ILDC (Interns)
  - LEAD (Supvs – GG-11/12)
  - OLE (Mgrs – GG-13/14)
  - SLE (Mgrs – GG-15) (New)
  - PME/PME II
  - Action Officer Development Course (Computer Based)
  - Management Development Course (Computer Based)
  - Supervisory Development Course (Computer Based)

- **Sustaining Base and Leadership Management (SBLM) Program http://amscportal.belvoir.army.mil**

- **DLAMP**
  - Round Out University Ed
  - Obtain Masters Degree
  - Professional Military Ed

FCR/CDP Funding – Dollars!!!

- **Supportive of ACTEDS & ICO Requirements**
- **“Your Initiatives - We Fund”**
  - Short-term Technical
  - Short-term Managerial
  - University
  - Details/Rotational Assignments
  - TWI
  - Language Training
  - But No Conferences/ Symposiums
- **“We Suggest” - OPM Seminars http://www.leadership.opm.gov/schedule.cfm**
  - Leadership
  - Some on CI and Counter-Terrorism, etc. (CT Seminar does not get ICOT credit)
- **“We Pay” (Any or All)**
  - Tuition
  - TDY (but not for part-time University training)
  - Books
- **Administrative Burden Going Down!!**
  - FASS Provides On-Line Automation
- **Contact Hewana Fauntleroy at**:

hewana.fauntleroy@us.army.mil

IPMO "Commercials"

- **IPMO Websites**
  - NIPRnet address

    http:www.dami.army.pentagon.mil/offices/dami-cp/
  - SIPRnet Going AKO

    https://www.dami.army.smil.mil/offices/dami-cp/
  - JWICS Presence

    www.dami.ic.gov/offices/dami_cp/
- **AKO Format**
  - Look for "Intelligence" Under "Army Communities", then Click on "Civilian HR" Above the G-2's Picture. Then Cursor Down to the:
  - **Training** Related Section
  - **Career Management** Related Section
- **DCIPS/IPMO Update and Update Table of Contents**
  - Source of Current Info on Training and Career Mgmt
  - How to get on Distribution –

    richard.christensen@us.army.mil
- **CEAMI Recruitment Website**
  - Linked to **http://www.intelligence.gov & www.cpol.army.mil**
  - Need Help Marketing Intelligence and Security Job Opportunities